

VFW Programs

- Discuss each program's impact on the Post, community, youth, etc.
- Discuss how to select and motivate chairmen and volunteers
- Awards and how to use them effectively
- Reporting and record keeping

VFW Culture

- History of the Post and its ambiance
- VFW politics at the Post, Department & National levels
- VFW publications and online channels
- The VFW canteen—advantages, disadvantages
- National officers—selection process, powers, impact on the organization
- Relationships between the Post, District, Department and National levels
- The values shared by veterans and VFW members
- The legacy of military service and the VFW
- Relationships between the service branches
- Recognizing and using generational diversity

VFW & The Department of Veterans Affairs

- VA's history and purposes
- History of the relationship between VA and VFW
- VFW National Veterans Service—purpose, structure, activities

VFW National Organization

- The purpose and responsibilities of each office under the Adjutant General
- The purpose and responsibilities of each office under the Quartermaster General
- Key staff members and their responsibilities

VFW Membership

- Recruiting—its history, methods and necessity
- The value of membership—benefits, etc.
- Recruiting veterans from different conflicts, generations and genders

Be a mentor and ensure that the VFW and its **values persevere** for another century and beyond.

The VFW is a **group of individuals** brought together by a **common experience** and it is time to **guide young veterans** into becoming its future leaders.

VFW Programs
406 W. 34th Street
Kansas City, MO 64111
www.vfw.org



VFW
VETERANS OF FOREIGN WARS
NO ONE DOES MORE FOR VETERANS.



**MENTORING
AND LEADERSHIP**

MENTORING AND LEADERSHIP

What is mentoring?

Mentoring refers to a developmental relationship between an experienced mentor and a less experienced partner. The concept is simply one person (usually older), spending time with another person for the purpose of sharing wisdom, experience and understanding in order to improve the less experienced person's chances for success. Often, mentoring is done within the context of a trade or philosophy.

Why does the VFW need mentors?

The general public knows the VFW as a group of veterans who share the experience of overseas service. As members, we know the organization is much more. The VFW is an organization of members brought together by a common experience. We are committed to certain values including our concern for fellow veterans, honoring and serving those in uniform and their families, patriotism and service to our communities and nation. Another common trait we share is our desire to see this organization and its values head strongly into the future.

This is where mentoring becomes a vital factor.

To ensure that the VFW and its values persevere for another century and beyond, we must do all we can to raise individuals who will lead this organization, remember its history and accomplishments, and carry on the legacy of service and patriotism for which we are known. In short, we need leaders who value the future of the VFW and will invest their time in guiding young veterans to become its future leaders. We need VFW mentors.

What are the goals of mentoring?

A successful mentor will encourage other veterans to become committed, active VFW members. Ultimately, this individual should continue to seek more responsibility and a position of leadership to carry on the traditions, values and service that have made the VFW a great organization.



What does being a VFW mentor entail?

Because most of us learned to fire a weapon, make a bed and clean a latrine by the numbers, that's how we will present mentoring.

- 1) Find a VFW member who understands VFW values, has an interest in VFW culture and is willing to serve as a leader.
- 2) Ask the member to have a cup of coffee and learn more about the VFW. Try to set aside one evening per week to meet and talk. It is important to identify a regular time and place, and stick to it. True leadership involves commitment and discipline.
- 3) Go through the curriculum in this brochure. You don't need to be an expert on VFW history or policies, just discuss each element from your own perspective using your experiences.
- 4) Encourage your mentee by introducing him or her to other leaders and active members. Encourage these other members to share their VFW experience.
- 5) Encourage your mentee to begin his or her VFW career by volunteering at a Post event. As they become involved and get to know other members, encourage them to consider accepting a chairmanship and recruiting their fellow veterans.
- 6) Encourage and support your mentee as a candidate for Post office. Guide the campaign and encourage others to support them.

Mentoring Curriculum

This curriculum is a suggestion of elements that should be covered while mentoring a VFW member. No portion is more important than another. As a natural part of the mentoring process, each VFW mentor will discover areas where the mentee's interests lie—programs, volunteering, community service, veterans service, active military, etc. The mentee may have more passion and experience in these areas.

The VFW mentor should use this curriculum to ensure that the mentee's introduction and education about the VFW is broad-based to allow a good understanding of all aspects of the organization and provide a solid foundation for future involvement. Every aspect of the curriculum should at least be touched upon.

An effective mentor will always attempt to identify areas of particular interest to the individual being mentored and cover those areas thoroughly.

VFW History

- Reasons for the VFW's creation
- The founders and their backgrounds
- Stated purposes and values addressed by the founders
- Significant milestones and accomplishments in VFW history
- Notable VFW members
- The VFW's interaction with government, education and related organizations
- The differences between generations of veterans—WWI, WWII, Korea, Vietnam, OIF/OEF

VFW Congressional Charter and By-Laws & Manual of Procedure and Ritual

- Basic tenets and purposes of the Charter
- Relationships between the VFW National Convention, Councils of Administration, Departments, County Councils (where applicable), Districts and Posts
- The various rituals, their meanings and usage
- Parliamentary procedure
- Election of officers and various appointments

VFW Departments, Districts & Posts

- Responsibilities and relationships
- Officers—their selection and responsibilities